

Academic Promotion Policy

Section 1 - Purpose

(1) This policy outlines the requirements of academic promotion at RMIT University. The University recognises and rewards the achievements of academic staff who demonstrate:

- a. sustained excellence in performance across the domains as outlined in the [Enterprise Agreements](#).
- b. ongoing and positive contribution to the achievement of RMIT's vision and strategic goals.
- c. collegial workplace behaviours that reflect the RMIT values, equity principles, ethical standards, Responsible Practice Principles and the Inclusion, Diversity, Equity and Access Framework (IDEA).

Section 2 - Scope

(2) This policy applies to full-time, part time, continuing or fixed term academic staff employed by RMIT University and RMIT Vietnam who meet the prescribed eligibility requirements for academic promotion.

Section 3 - Policy

Principles

(3) RMIT commits to a fair, transparent and consistent promotions framework that is based on the following principles:

- a. RMIT strives for excellence. The promotion process recognises and rewards staff across all academic roles who demonstrate and are committed to excellence.
- b. RMIT's promotions process will align and support contributions of impact towards the RMIT Knowledge with Action Strategy, Education Plan and Decadal Plan.
- c. RMIT is committed to fostering an equitable, inclusive and diverse academic community. Promotion assessments consider academic contributions relative to opportunity, ensuring fairness and accessibility in line with RMIT's Inclusion, Diversity, Equity and Access (IDEA) framework.
- d. RMIT values diverse and flexible academic career pathways and our diverse disciplines and ensures the promotions process acknowledges and supports this diversity.
- e. Promotion decisions consider evidence and impact to ensure the recognition of contributions that support and develop academic endeavour with integrity as well as government, industry and the wider organisations and communities the University serves.

Appeals

(4) Applicants may lodge an appeal against an application decision or a promotion outcome on the grounds specified in the [Academic Promotion Procedure - Appeals](#).

Responsibilities

(5) The Deputy Vice-Chancellor Education is responsible for:

- a. constituting the membership of all Academic Promotion Committees.
- b. approving promotion recommendations put forward by the University Academic Promotion Committee.

(6) The Chief People Officer is responsible for:

- a. The provision of training for all line managers, promotion committee members, Deans, and promotion team members.

(7) The University Academic Promotion Committee (UAPC) is responsible for:

- a. monitoring the promotion process with a view to ensuring fairness, equity and compliance with the application of policy and procedures.
- b. analysing the promotion process with regard to academic quality standards and equal opportunity, including reviewing diversity of participation and achievement.
- c. reviewing the promotion recommendations from the promotion committees and moderators and, as a group, advising the Deputy Vice-Chancellor Education of any concerns.
- d. reviewing this policy and related procedures as required and recommending any necessary changes to Academic Board.

(8) The Deputy Vice-Chancellors are responsible for:

- a. reviewing and approving/denying requests for an exemption from academic staff who wish to apply for promotion in the 24 months immediately following an unsuccessful application.

Review

(9) This policy will be reviewed every five years, at a minimum.

Section 4 - Compliance

(10) Breaches of this Policy are monitored by the RMIT People Promotions Team and reported on an annual basis to the Deputy Vice-Chancellor Education.

(11) The Deputy Vice-Chancellor Education reports breaches on an annual basis to Academic Board.

(12) Breaches of this policy are reportable via the [Organisational Breach Reporting Form](#) and are managed in accordance with the [Compliance Breach Management Procedure](#).

Section 5 - Subordinate Policy Documents

(13) The following documents which are established in accordance with this Policy:

- a. [Schedule 1 - Academic Promotion Committees Schedule](#)
- b. [Schedule 2 - University Academic Promotion Committee](#)
- c. [Schedule 3 - University Academic Promotion Appeals Committee](#)
- d. [Academic Promotion Procedure - Level B](#)

- e. [Academic Promotion Procedure - Levels C, D and E](#)
- f. [Academic Promotion Procedure - Appeals](#)
- g. [Academic Promotion Procedure - Out of Round](#)

Status and Details

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Policy Owner	Sherman Young Deputy Vice-Chancellor Education
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